

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

DD/PAGE

EXTENSION

NO

DATE

5/15

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

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FyI - Thought this would be of interest just as background info to have. FMO is looking at the high tech pay picture and Don did this analysis of reparations Barbara

SECRET

84-2053

9 May 1984

MEMORANDUM FOR: [REDACTED]
OP/PMCD

FROM: [REDACTED]
OP/HRPS

SUBJECT: Separations From Computer-
Related Occupations

1. This paper responds to your request for a separation study of several computer-related occupations covering FY 1981 through FY 1983. The trend in separations for these employees is not encouraging. Overall separations have increased steadily from [REDACTED] in FY 1981 to [REDACTED] in FY 1982 and up to [REDACTED] for FY 1983. The greatest losses are occurring among Computer Programmers and Computer Systems Analysts. Attachment A lists the occupational groups examined in this study and attachment B provides the separation rates for each group by fiscal year.

Reasons for Separation:

2. Employees separating from computer-related occupations do not follow the general pattern of the Agency as a whole. For example, where retirement accounts for approximately 44 percent of all Agency separations, it accounts for only 9 percent of these employees. When combining the primary and secondary reasons for separations over the fiscal years examined we find that three related categories account for nearly 83 percent of all reasons for separation. Those leaving for advancement and money top the list with 43 percent. Career change is the second leading reason given by 22 percent. The third most common reason was that of being unhappy and accounts for 17 percent of [REDACTED] separations over the three-year period. Of the 7 percent who were fired, most were computer operators. The specific reasons given for separation are divided into 12 categories for each of the seven occupational groups as shown in the table on page 1.

Computer Systems Analyst-Programmers and Systems Programmers:

3. Separations from this group were above the 5 percent overall Agency average for the last fiscal year. In FY 1983 the separation rate of 6.5 percent showed a sharp increase over the 3.7 percent rate of FY 1982 and less than 1 percent the year before. While the FY 1983 rate is not alarming the steady growth in the separation rate is significant. It is important to note that [REDACTED] of those who left in FY 1983 had five or more years of Agency service and thus represents a large depletion of experienced employees. Over the last three fiscal years 45 percent or [REDACTED] employees fell in the unhappy category, 30 percent or [REDACTED] left for advancement and money, and 20 percent or [REDACTED] stated they sought a career change.

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Computer Programmers:

4. Computer Programmers left the Agency in FY 1983 at a separation rate of 20 percent! This compares with a separation rate of 13.9 percent in FY 1982 and 4.1 percent in FY 1981. Almost 52 percent of the 27 Computer Programmers to leave during the last three fiscal years did so for advancement and money. Additionally, 26 percent left for a career change and 11 percent were listed in the unhappy category. Most of these employees who separated were young and had varying degrees of experience. Of the [] to leave over the three year period, [] were in their twenties. The loss in experience is thus somewhat diffused. For example, in FY 1983 [] Computer Programmers had less than two years of Agency service, [] had between 2 and 4, and [] had 5 or more years of service.

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Computer Specialists:

5. Computer Specialists are staying in the Agency. Only 1.8 percent separated in FY 1983, which is down from the 4.8 percent rate for the two previous years. During FY 1983 only one individual from this occupation separated.

Computer Systems Analysts:

6. Nearly 11.7 percent of the Agency Computer Systems Analysts separated during FY 1983. This is a high percentage especially when compared with none leaving in FY 1982 and 5 percent in FY 1981. Additionally, [] employees who left in FY 1983 had 5 or more years of Agency service. It is interesting that none were coded as being unhappy. Over the 3 years 44 percent [] left for reason of career change and the same percentage applied to advancement and money as the reason for separation.

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Computer Operators:

7. Computer Operators are by far the most likely employees of the occupations examined in this study to be fired, accounting for 20 percent of all their separations. [] Computer Operators (6.4 percent) of a total of [] operators separated in FY 1983. This level remains fairly consistent with the previous years separation rates of 5.2 percent for FY 1982 and 7.4 percent for FY 1981. Those leaving over the last three fiscal years have had little Agency service with 70 percent having less than 5 years. Advancement and money is the leading reason given making up 35 percent of those given for separating.

Systems Analysts:

8. [] Systems Analysts left the Agency in FY 1983 which represents 8 percent of their population. This compares with [] (3.6 percent) for FY 1982 and [] for FY 1981. While the separation rate has increased as a percentage, the number leaving from this group remains too low a level to be considered significant - especially when considering that [] who left over 3 years did so for retirement.

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~~SECRET~~"Technicians":

9. This category includes the GS-0335 series listed in attachment A. Separation rates for these employees are near the 5 percent overall Agency average for FY 1983. Technicians separated at a rate of 5.9 percent in FY 1983, 5.1 percent in FY 1982, and 2.1 percent in FY 1981. Although the separation rates are not abnormally high, it can be noted that of the [] leave over the 3-year period [] left for advancement and money, and [] had 5 or more years of service.

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25X1Increase in Computer-Related Employees:

10. There has been a rapid increase in the number of employees occupying the computer-related positions examined in this study. In FY 1981 there were [] such employees, [] in FY 1982 and [] in FY 1983. This represents an increase of 21 percent in only 2 years. The most significant increases were in Computer Systems Analysts, Computer Systems Analyst-Programmers, and Computer Operators. Attachment C lists the beginning of year strength totals for each occupational code by fiscal year.

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Tables and Graphics:

Numerous frequency tables and graphs are attached to provide further detail of separations by directorate, age group, sex, race, and education. Please also note on attachment C the list of occupations from which there were no separations over the three fiscal years examined. If you have any questions or need further information on any specific occupational code, please contact me on []

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Attachments:

- A. Defined Groups
- B. Separation Rate by Occupational Group in Percentages
- C. Beginning of Year Strength
- D. Tables
- E. Frequency Bar Charts
- F. Separations of Computer-Related Employees (chart)

Distribution:

Original - Addressee
1 - Technical Attrition
1 - Chrono
1 - DD/PA&E
1 - [] Working File
1 - Stayback

OP/HRPS [] (10May1984)

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